



CENTER SCENE

KINNEY TAKES ON CHALLENGES OF ASSOCIATE SCD POSITION

For several weeks, there was a new face in the Associate Service Center Director's Office. Yvonne Kinney acted in this position from the end of December to the end of January.

Kinney is a supervisory computer specialist in the Washington Office Division of Information Resources Management (IRM), Branch of IRM Technology. She came to the Bureau of Land Management in April 1992 after working for Health and Human Services and the Environmental Protection Agency. She has a bachelor's degree from the University of Maryland and a master's of business and public administration from Southeastern University in Washington, DC.

This 6-week tour of duty at the Service Center was a developmental assignment for Kinney. She was given the full scope of executive responsibilities while acting as Associate. Kinney said, "I was allowed to identify priorities, make decisions, and work closely with the management team to implement programs." Kinney's goal in this assignment was to use the experiences and skills she has developed to identify expanded areas for customer service, promote skills and resources currently at the Service Center, and identify plans to implement the National Performance Review efforts.

Kinney knew quite a bit about the Service Center before she arrived. "I previously worked in support of the

SC-300 organization in the development of IRM policy," she said. "I think this assignment has broadened my scope of the



Service Center. It has enhanced my skills and has given me a broad perspective of implementation of Bureauwide and regional natural resource programs." She added, "The management and employees have been very supportive while I have been here."

This assignment was very valuable to Kinney. She said, "As Acting Associate Service Center Director, I feel I was able to play an instrumental part in looking at refocusing services to be provided in the future and in contributing to high-priority initiatives impacting the Service Center, BLM, other Department of the Interior agencies,

and the Department itself. I will share the experiences and products that I have developed at the Service Center with the Washington Office."

Kinney's background includes experience with implementing change in reorganizations, and she is trained to help facilitate and manage change. "Change is progress, and we have to move forward. We must identify current capabilities and future skills and repackage those to identify opportunities and challenges to meet the current needs of the Bureau and help the Bureau move towards a new vision," she said. "The Service Center is an excellent environment for working as a laboratory in a team-based approach and getting the support of individuals to feed into the change process."

Kinney feels that Service Center employees are dedicated and talented professionals and encourages them to work in coordination with new programs, such as ecosystem management, modernization, human resource planning, and effective public service outreach. She said, "It's an exciting time, and a good opportunity to be a part of the process from the beginning."

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Service Center Social Organization Easter Lily Sale

- 3 blooms - \$5
- 5-6 blooms - \$6
- 2 plants in one pot - \$12

Orders must be placed with Richard Banks, SC-651B, by February 10, 1993. Make checks payable to SCSO.



DEPARTMENT PROPOSES CONSOLIDATION OF PERSONNEL OFFICES

In response to the National Performance Review and resulting initiatives, the Department of the Interior recently proposed streamlining management of Human Resources (HR). This would be accomplished by consolidating the 75 personnel offices within the Department into 6 Regional HR Centers, transferring the personnel processing function to the Administrative Services Center (ASC), and delegating HR authorities to line managers with commensurate accountability.

The six Regional Centers would be located in Washington, DC; Atlanta, GA; Denver, CO; Albuquerque, NM; Sacramento, CA; and Anchorage, AK. Each Regional Center would include an HR Consulting Center and an Employee Services Center.

The HR Consulting Center would provide administrative support, advice, and technical assistance to executives, managers, and supervisors. The center would be staffed with HR professionals who have expertise in administering HR systems. They would function as consultants and be viewed as part of the management team.

The Employee Services Center would provide a wide range of counseling services for employees; answer questions regarding employee benefits and administer the benefits program; furnish information regarding employment opportunities; and arrange for and provide an array of job-related and worklife services and information.

This proposal is expected to result in a savings of 714 Full-Time Equivalent (FTE) positions and \$29 million per year in salaries and benefits. The implementation plan

includes strategies such as cross-training, reassignment into other administrative positions, and early-out authority to separate as few employees as possible.

The staffs of local personnel offices were briefed on this proposal on January 19 by Patricia Hastings, Acting Director of Personnel, Department of the Interior. This was the first of 14 briefings to be conducted by the Department nationwide. The Department is accepting comments on this proposal, or alternate proposals that achieve the same savings, through mid-February and plans to have a final decision by early March. If this proposal is approved, the Department plans to have the processing function moved to ASC by the end of FY 94 and the six Regional Centers in place by the second quarter of FY 95.

NEW EEO MANAGER SELECTED

Service Center Director Larry Bemby has announced the selection of Janet Sullivan as the Service Center's new Equal Employment Opportunity (EEO) Manager. She will be coming on board February 14, 1993.

Sullivan has worked in the EEO field for 19 years as both an officer in the Army and as a Department of the Army civilian employee. She is currently head of the Fort Devens EEO Program in Massachusetts, and is involved in processing complaints of discrimination, developing the Affirmative Action Plan, and providing community contact. She also oversees several special emphasis programs and provides EEO training to new employees and supervisors.

With a bachelor's degree in behavioral sciences from Widener University

in Pennsylvania, and a master's degree in library science from Rutgers University in New Jersey, Sullivan is presently working toward a doctorate in education from the University of Massachusetts. In addition, she teaches college at Mount Wachusett Community College and is founder of Developmentors, a company that teaches workshops on self-actualization, self-esteem, creativity, and goal setting.

Sullivan is happy to be moving out West. She said, "I am very pleased to be coming to an organization like BLM. Your mission is important and I want to be a part of that. I am also excited about being part of a reinvention lab and hope to be able to contribute."

WIN-WIN TRAINING



On February 2-3, the Federal Mediation and Conciliation Service will conduct a training course for selected management and Union officials on labor-management relations. The objective of the training session is to improve communication, cooperation, and understanding between management and the Union. This course is the first step in our efforts towards the labor-management partnership stipulated in an Executive Order from President Clinton.

MANAGER

TECHNOLOGY LEADS TO DIVERSE DUTIES IN FINANCE

The Division of Finance, Branch of Administrative and Customer Payments, has gone through some amazing changes since converting to the Federal Financial System (FFS). The duties of the voucher examiner have increased dramatically, not only in quantity, but in diversity. Gone are the days of handwritten payments to later be keyed by Data Control and entered through batch processing. Now the voucher examiner is tasked with not only performing the intricate review of the payments received and determining that all requirements are met for compliance with the Prompt Payment Act, but also accurately entering the payments into FFS.

A "normal day" in the life of the voucher examiner would go something like this: mail is distributed to the examiner for his/her assigned state or specialized payment area. The examiner then sorts through the stacks of invoices, receiving reports, and obligating documents. The obligating documents are then matched to the receiving reports and invoices to compile the payment package. Payment due dates are then determined according to the guidelines of

the Prompt Payment Act. The payment packages are then placed in a centralized file and entered into FFS for payment and check processing in order of due date. In addition to the responsibility of the timely payment of thousands of payments or travel vouchers, the examiner answers numerous telephone inquiries for status of payments. Any questions relating to payment status, cost coding problems, or any information necessary to assist the calling party must be researched in FFS using a myriad of research tables.

In order to meet the added demands of FFS accounting, additional and continued education and training is needed for the voucher examiners to perform their duties as qualified examiners. Not only must they know the regulations that guide them in making accurate payments, they must also be knowledgeable in the accounting system in order to query the appropriate tables to research previously entered data. As advancements in automation and technology in the Division of Finance continue, so will the need for diversification of voucher examiner positions.

NATIONAL ENGINEERING WEEK

The week of February 21-25, 1994, has been designated National Engineering Week in honor of engineers from all disciplines. Engineers have impacted all aspects of our daily lives for centuries.

As you sit in your chair, either at your home or office, take a look around and notice that everything you see has had an engineer involved at some stage of the development. Some things are obvious, like the building, the lights, the heating and cooling system, your computer, your street, your car, and so on. But how about your books, your desk, your food, and your clothes. Yes, your clothes. A machine, which was designed by an engineer, was certainly involved with the manufacture of your clothes.

We can appreciate the way engineering has made our lives easier and more comfortable. Yes, engineers do not design everything, like snow; however, an engineer did design the snow removal equipment, as well as the snow making equipment used on the ski slopes.

The engineers in the Branch of Building Engineering (SC-673) provide services to the field as part of the Bureau of Land Management's engineering effort. They are involved with designing and retrofitting visitor centers, warehouses, recreational facilities, restrooms, office buildings, and any structure that affects the safety and comfort of people.

The Branch of Building Engineering will have exhibits set up in Buildings 40 and 50 and at 390 Union during the week of February 21st in an effort to help everyone better understand the services they provide Bureauwide.

Please stop by!

DAILY NEWS

1994

Section A

Reinventing Government

MAJOR MERGER NEWS?

A glance at the business section in today's newspaper has an almost soap-opera quality to it in terms of late-breaking stories of giant firms merging or joining forces to stake out big positions on the "Information Superhighway." If you will pretend this is the reinventing government section of your newspaper, we may have some early news regarding an opportunity for the Service Center to stake out a big position on the "NPR-Customer Service Superhighway!"

The Service Center Director has been approached by the Executive Board of the Denver Area Cooperative Admin-

istrative Support Unit (CASU) to serve as the lead agency for the CASU. The Denver CASU, serving nearly 60 other Federal agencies in the Denver area, is the largest CASU in the nation. It currently offers 16 different services ranging from disposing of property to operating the Wellness Center.

Considerable planning and approvals will be required to make this change happen, but the unique opportunities which might evolve from the integration of the CASU with the Service Center's NPR Laboratory status are intriguing to say the least!

IS THE DREAM ALIVE?

"I say to you today my friends, so even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream. I have a dream that one day this nation will rise up and live out the true meaning of its creed, 'We hold these truths to be self-evident, that all men are created equal.'"

Over 30 years have passed since Martin Luther King, Jr. spoke these lines in his famous "I Have A Dream" speech. But has Martin Luther King's dream been achieved? In what ways? If not, what will it take to make it happen? Following are excerpts from several employees' opinions.

Linda Mozell: Headlines in the newspapers tell us every day that the dream has almost been forgotten. We have not fulfilled the dream because we have distorted what the messenger said. Dr. King dreamed that people would be judged by the content of their character. He dreamed of a nonviolent world. We need to revisit Dr. King's writings. We need to subscribe to his philosophy of love and compassion; to become responsible for our brothers; to stop being so cavalier about the feelings of our fellows; and to become more human in our interactions with each other.

Mardi Stone: The dream has not been achieved, but the vision is certainly growing. The dream will be achieved when every man and woman has enough courage and internal security in their own values to take the risk of listening, hearing, and responding to those who are different. Taking that risk is scary because what we really risk is finding out that the arrow of change points inward.

Ethylene Crenshaw: Very little progress has been made in achieving this dream. If Dr. King were here today he would be devastated. When this dream is realized, our nation will be transformed into a beautiful brotherhood, and men all over the world will know that America is truly the land of the free and the home of the brave.

Debbie Kolen: One reason King's dream will not be reached is that so many people truly believe that his dream was for everything to be fair when, in fact, it was for everything to be right. If one was to analyze the true meaning of those words, you would see that there is a difference and that everything fair is not always right.

Stephanie McNamara: Changes have been minimal in major areas of America. Americans need to look at the person, not race, before passing judgment. We need to educate people. It's too bad ignorance isn't painful.

Nathan Matthews: The gap is not coming together, it's widening. I don't believe that there's one black leader today that the black community, as a whole, looks up to. One way to help make the dream happen is for successful black people to reach back and help others.

Maria Hill: Blacks in today's society are still struggling for respect as individuals and society still seems to feel that the black population should take a back seat. Advantages achieved, however, are better education, success of better employment, and a chance in life to reach goals. Society needs to realize everyone is equal and no one should take a back seat to anyone else.

Melissa Lewis-Collins: I feel a great deal of that dream has been realized. There are, however, people still around us all who harbor hatred, and it is a miserable fact of life that you never know who they are and where you will encounter them. People have not realized yet that progression and the right to a happy life are not exclusively black, white, red, or yellow issues. As long as there are negative forces in existence, there will be obstacles. But in light of all of the obstacles that have been thrown in the paths of people who are regarded by the masses as not deserving, I am personally proud of the accomplishments that have been made.

Lynne Price: I don't believe King's dream has been achieved. Violence has crept

into every aspect of life: school, work, home, public places. King wanted change through peace, not violence.

Annisteen Pack-Lovelace: We haven't done enough. As a matter of fact, I think we're digressing in some areas. I don't believe it's going to happen in this lifetime. There's always going to be a dividing line or comparisons. If people don't compare race, or gender, or whatever, they'll compare the cars they drive or the homes they own. You'll always have separation. Total equality is never going to exist because of economic and power issues. It is up to each individual to help someone else. The best we can hope for is equal opportunity to be equal.

Ray Wilson, EEO Manager, WYSO: There seems to be a lack of social conscience today. People have become too self-absorbed. It's "me" as opposed to "we." People have to start working together better and to look beyond race and other differences. This is about America's survival.

"Many of our white brothers...have come to realize that their destiny is tied up with our destiny. They have come to realize that their freedom is inextricably bound to our freedom. We cannot walk alone."
Martin Luther King, August 28, 1963

PERSONNEL NEWS

New Employees:

Antoinette Griffin, SC-672, Student Trainee

Separations:

Marlo Hoffman, SC-616, Voucher Examiner

Jonathan Lee, SC-671, Cartographer

Kevin Reagan, SC-310, Office Automation Clerk

John Sloan, SC-653, Library Aid

Adam Trujillo, SC-140, Editorial Clerk